



# GENDER PAY GAP

## Kammac Ltd. Gender Pay Summary

This report has been prepared in line with the Equality Act 2010 (Gender Pay Gap Information) Regulations 2017 and relates to 275 employees in post on 05th April 2019.

### Average Pay Gap

Mean gender pay gap in hourly pay	-4.88%
Median gender pay gap in hourly pay	1.44%

This means that on average women working for Kammac are paid 4.88% more than men. The key reason for this is:

- A larger percentage of females sit in the Upper Quartile, which is a direct reflection of recent recruitment activities seeing a greater number of female employees employed in skilled and professional roles for Kammac.

The Equality and Human Rights Commission (EHRC) reports a current gap of 9.7%, compared to Kammac at -4.88%.

The Median Hourly Rate for Men is £12.85.

The Median Hourly Rate for Women is £13.48.

### Split by Gender Quartile

Quartile	Female %	Male %
Lower quartile	24.6%	75.4%
Lower middle quartile	17.4%	82.6%
Upper middle quartile	10.3%	89.7%
Upper quartile	18.8%	81.2%

Kammac are undergoing a period of growth and development. As such, it is reviewing all recruitment, on-boarding, development, appraisals and awards in order to ensure Kammac hold effective people models, supportive of gender spread in conjunction with its overarching strategy, goals and values.

Signed : 

Title: Managing Director

Dated: 25/09/2019

**Kammac Plc is the trading name of Kammac Ltd.**

Registered office: Kammac, DPC Chartered Accountants, Stone House, Stone Road Business Park, Stone Road, Stoke-On-Trent, ST4 6SR. Registration number: 2255591

All goods carried subject to RHA 2009 conditions of carriage. All goods stored subject to UKWA 2006 conditions.

[www.kammac.com](http://www.kammac.com) & [www.kammachealthcarelogistics.com](http://www.kammachealthcarelogistics.com)

